



GENDER PAY REPORT

As at April 2021

The Queen's College, Oxford employs over 250 people and is thus required to publish its gender pay gap statistics under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The College is committed to gender equality in the workplace.

We are confident that women and men are paid the same for doing the same job at Queen's. However, men and women are often employed in different roles across our organisation creating a gender pay gap. We actively encourage diversity in recruitment.

	2021		2020	
	Mean pay gap	Median pay gap	Mean pay gap	Median pay gap
Hourly wage	15.6%	2.9%	20.3%	11.3%
Bonus	8.2%	22.7%	8.0%	14.3%
	Proportion of women	Proportion of men	Proportion of women	Proportion of men
Lowest quartile	63.1%	36.9%	61.8%	38.2%
Second quartile	37.3%	62.7%	51.7%	48.3%
Third quartile	42.9%	57.1%	48.3%	51.7%
Top quartile	46.4%	53.6%	39.8%	60.2%
	Proportion of women	Proportion of men	Proportion of women	Proportion of men
Those receiving bonus payments	45.9%	30.7%	27.9%	22.7%

I, Claire Craig, Provost, confirm that the information in this statement is accurate.

21 September 2021